

EXHIBIT A

COMPENSATION BY PROFESSIONAL
JANUARY 29, 2019 THROUGH AUGUST 31, 2019

Professional	Practice	Position	Hourly Rate	Total Hours Billed	Total Compensation
Simon Benfrech	Executive Compensation Practice	Consultant	\$508.25	1.75	\$889.44
			\$615.25	19.25	\$11,843.56
Marlene R. Crawford	Global Service Delivery	Analyst	\$294.25	2.00	\$588.50
Mark L. Daniels	Retirement	Director	\$743.65	4.50	\$3,346.43
Douglas J. Friske	T&R HQ Operations	Managing Director	\$1,150.25	119.00	\$136,879.75
Josephine Gartrell	Executive Compensation Practice	Director	\$738.30	9.50	\$7,013.85
Gwyneth P. Huff	Executive Compensation Practice	Business Support Specialist	\$208.65	0.50	\$104.33
Mark J. Kazmierowski	Executive Compensation Practice	Senior Director	\$775.75	57.25	\$44,411.69
			\$930.90	117.50	\$109,380.75
Thomas D. Matthews	Account Directors	Managing Director	\$861.35	1.00	\$861.35
Dariusz Nowak	Executive Compensation Practice	Analyst	\$342.40	0.50	\$171.20
Kevin Ernest Ryan	Retirement	Senior Associate	\$593.85	1.20	\$712.62
Frankie Szeto	Executive Compensation Practice	Senior Analyst	\$390.55	12.00	\$4,686.60
David J. Wathen	Executive Compensation Practice	Managing Director	\$1,048.60	0.50	\$524.30
Shui Yu	Executive Compensation Practice	Consultant	\$508.25	2.50	\$1,270.63
Stephen E. Zwicker	Retirement	Senior Director	\$813.20	9.75	\$7,928.70